

**PENGARUH AMALAN-AMALAN SUMBER MANUSIA
TERHADAP PENGEKALAN PEGAWAI
METEOROLOGI DI SEKTOR AWAM**

AMINAH BINTI ISMAIL

**SARJANA SAINS (PENGURUSAN)
UNIVERSITI UTARA MALAYSIA
Disember 2014**

**PENGARUH AMALAN-AMALAN SUMBER MANUSIA TERHADAP
PENGEKALAN PEGAWAI METEOROLOGI DI SEKTOR AWAM**

**OLEH
AMINAH BINTI ISMAIL**

**Kertas Penyelidikan dikemukakan kepada
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia,
untuk memenuhi syarat Ijazah Sarjana Sains (Pengurusan)**



Othman Yeop Abdullah
Graduate School of Business

Universiti Utara Malaysia

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ABSTRAK

Objektif kertas penyelidikan ini adalah untuk mengkaji pengaruh amalan-amalan sumber manusia terhadap pengekalan Pegawai Meteorologi di sektor awam. Amalan-amalan sumber manusia yang dipilih adalah persekitaran kerja dan reka bentuk kerja, pengambilan dan kenaikan pangkat, ganjaran, pengiktirafan dan pampasan, serta penilaian prestasi pekerja dan pembangunan kerjaya. Kajian ini melibatkan 95 responden daripada 144 yang dipilih menggunakan teknik persampelan rawak mudah. Responden mengisi soal selidik yang telah diemel kepada mereka untuk mengukur dan menguji amalan dan inisiatif organisasi terhadap pengekalan pekerja. Dengan menggunakan SPSS 22.0 untuk pengujian terhadap hipotesis, analisis korelasi dan regresi dilaksanakan. Keputusan kajian menunjukkan yang dua amalan sumber manusia, iaitu persekitaran kerja dan reka bentuk kerja serta pengambilan dan kenaikan pangkat, mempunyai pengaruh terhadap pengekalan, manakala dua lagi amalan sumber manusia, iaitu ganjaran, pengiktirafan pekerja dan pampasan, dan penilaian prestasi pekerja dan pembangunan kerjaya adalah sebaliknya. Penemuan ini mencerminkan amalan yang dipraktikkan di organisasi Pegawai Meteorologi yang menyumbang kepada pemahaman implikasi teoritikal dan praktikal mengenai peranan amalan-amalan sumber manusia terhadap pengekalan Pegawai Meteorologi di sektor awam.

Kata kunci: Pegawai Meteorologi; sektor awam; pengekalan pekerja; amalan sumber manusia; soal selidik.

ABSTRACT

The objective of this research paper is to study the effects of human resource practices on retention of Meteorological Officers in the public sector. The human resource practices that have been chosen are work environment and job design, hiring and promotions, employee recognition, rewards and compensation, and employee performance appraisal and career development. This involves 95 of 144 respondents that were selected using random sampling. The respondents filled out a questionnaire that was emailed to them to measure and test the organisational initiatives and practices for employee retention. Using SPSS 22.0 to test the hypothesis, correlation and regression analyses was conducted. The findings show that two human resource practices, which are work environment and job design, and hiring and promotions, have an effect on employee retention. The other two human resource practices, which are employee recognition, rewards and compensation, and employee performance appraisal and career development, do not affect employee retention. These findings reflect the practices in the Meteorological Officers' organisation that contribute to an understanding of the theoretical and practical implications of the role of human resource practices on retention of Meteorological Officer in the public sector.

Keywords: Meteorological Officer; public sector; employee retention; human resource practices; questionnaire.

PENGHARGAAN

Alhamdulillah, segala puji dan syukur dipanjatkan ke hadrat Allah SWT atas segala rahmat dan kurniaNya sehingga kertas penyelidikan ini dapat diselesaikan. Terima kasih yang tidak terhingga kepada semua pihak yang telah turut sama dalam menyediakan kertas ini terutamanya kepada Dr. Chandrakantan Subramaniam selaku penyelia, di atas tunjuk ajar, perbincangan, bimbingan, sokongan, motivasi dan masa yang telah diluangkan.

Terima kasih khas ditujukan kepada pensyarah-pensyarah, warga Intan Bukit Kiara, Jabatan Meteorologi Malaysia, serta teman seperjuangan DSP/SSP 2012/2014 di atas tunjuk ajar dan sokongan yang telah diberikan.

Kepada Nor Hafizah Mohamed, Rahah Ismail dan Zaulin Ismail, terima kasih atas persahabatan, kerjasama dan saling bantu membantu dalam menyiapkan kertas penyelidikan ini.

Setinggi-tinggi ucapan terima kasih juga kepada suami saya, Mahathir Abas, anak-anak, Muhammad Suffian, Qhalila dan Muhammad Umar kerana saya telah mengambil masa mereka untuk menyiapkan kertas penyelidikan ini. Tidak lupa buat emak, Hajah Halimah Md. Daud, emak dan bapa mertua, Zainap Abdullah dan Abas Ab. Rahman atas doa, kasih dan sayang yang dicurah kepada saya untuk mengharungi perjalanan ilmu ini. Untuk abah, Allahyarham Ismail Sarif@Ja'afar, segala pengorbananmu akan saya kenang selamanya. Kepada semua ahli keluarga, terima kasih kerana memahami.

Akhir sekali, saya berharap semoga kertas penyelidikan ini dapat memberi informasi yang bermanfaat untuk semua.

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BAB 1

PENGENALAN

1.1 Latar Belakang Kajian

Pengekalan pekerja bukanlah isu baru dalam pengurusan sumber manusia, malah ia menjadi topik utama di kebanyakan organisasi. Pengekalan pekerja terutamanya pekerja yang menjadi penyumbang utama, menunjukkan prestasi yang tinggi adalah satu isu yang penting kepada organisasi (Yamamoto, 2011). Adalah menjadi tugas yang sukar kepada pihak pengurusan sumber manusia untuk merekrut dan melatih pekerja sehingga mencapai tahap kemahiran dan kepakaran yang diperlukan (Ban et al., 2003). Bukan itu sahaja, menurut Yamamoto (2011), kos yang tinggi yang dibelanjakan ke atas pengambilan, kenaikan pangkat, rombakan pekerja, pendidikan dan latihan juga terpaksa ditanggung oleh organisasi.

Di Malaysia, kebanyakan organisasi telah mula menyedari hakikat ini dan telah menyediakan mekanisme pengekalan dalam pengurusan sumber manusia mereka untuk membendung kehilangan pekerja yang kompeten daripada menjadi besar. Begitu juga dalam sektor kritikal seperti di Jabatan Meteorologi Meteorologi (JMM) di mana kepakaran Pegawai Meteorologi amat diperlukan oleh negara untuk membekalkan perkhidmatan meteorologi dan seismologi bagi melindungi nyawa, harta benda dan persekitaran, meningkatkan keselamatan di darat, laut dan udara, serta mempertingkatkan kualiti hidup dan pertumbuhan ekonomi negara (MetMalaysia, 2014).

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